

Name : Dr. Jaya Gupta
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BIOSKETCH:

Dr. Jaya Gupta is an Associate Professor in Organizational Behavior and Human Resource Management at Birla Institute of Management Technology, (BIMTECH), Greater Noida. She has a PhD in the area of High Performance Work Practices from Gautam Buddha University, Greater Noida. She is an MBA with specialization in Human Resource Management and UGC-NET qualified. She is also holding certification in Talent Management by T.V. Rao Learning Systems. Currently, she is pursuing a Certificate Course on People Analytics from XLRI, Jamshedpur.

She has over 17 years of rich experience in management education, training and research. She has conducted Management Development Programmes and training workshops at mid and senior management levels in the area of Time Management, work life balance, conflict management, stress management, performance management, human resource management, team building and healthy mind and healthy body for leading organizations such as NTPC, IIFCO, Power Grid, ISB Goldman Sachs 10,000 Women Entrepreneur project etc. She has been part of the interview panel as HR expert for the selection of Probationary Officers for UCO Bank.

Prior to her assignment with BIMTECH, Dr. Jaya was actively engaged as a visiting faculty with Devi Ahilya Vishwa Vidhyalaya, Indore. She has attended and presented papers at many national and international conferences at IIM Ahmedabad, IIM Indore etc.

EDUCATION:

- PhD in Management from Gautam Buddha University, Greater Noida, A Study of High Performance Work Practices, Organizational Citizenship Behavior and Turnover Intentions: The Mediating Role of Psychological Capital of an Individual, in 2015
- PGDM (Full time) from BIMTECH, New Delhi in 1996.
- MA(Sociology) from C.C.S. University, Meerut in 1999.

AREA OF INTEREST AND RESEARCH

- High Performance Work Practices
- Positive Psychological Capital
- People Analytics
- Talent Management

- Emotional Intelligence
- Management education
- Industrial Revolution 4.0

TEACHING COURSES AND NEW COURSES DEVELOPED

- Organizational Behaviour
- Human Resource Management
- Human Resource Planning
- Leadership Experience and Attitude Development
- Talent Acquisition, Retention and Engagement (New Course Developed)

EXPERIENCE

- Associate Professor, OB&HR, Birla Institute of Management Technology, Greater Noida, India, November, 2015.
- Assistant Professor, OB&HR, Birla Institute of Management Technology, Greater Noida, India, May, 2008.
- Assistant Professor, OB&HR, Jaipuria Institute of Management, Ghaziabad, India, September 2007 - April 2008.
- Visiting Faculty, OB&HR, Devi Ahilya Vishwa Vidyalaya (DAVV) , Indore in its Management Deptt. vide the following Institutes: International Institute of Professional Studies (IIPS) and Institute of Management Studies (IMS),India, July 2002 - Feb. 2007.
- Lecturer, OB&HR, Krishna Institute of Engineering &Technology, Ghaziabad, India, February 2001 - April 2002)
- Lecturer, BLS Institute of Management , Ghaziabad, India, November 1997 – February 2001
- Lecturer, Institute of Management Education, Sahibabad, India, August 1996 – September, 1997.

ACADEMIC POSITIONS AND ASSIGNMENTS

- Member Secretary, AOL Committee, Birla Institute of Management Technology, June 2019 onwards
- Member Secretary, Accreditation Committee, Birla Institute of Management Technology, June 2019 onwards
- Member, Centre for Management Case Development , Birla Institute of Management Technology, June 2012–June 2016
- Programme Coordinator, PGDM Program, Birla Institute of Management Technology, May 2008 – May 2011.

PROFESSIONAL ASSOCIATION AND BOARD PARTICIPATION

- Member of Advisory Board of Parisar Asha - Centre for Educational Research and Training, Mumbai (Not for profit organization) since March 2016.

RECOGNITIONS AND AWARDS

- Distinguished Service Award, Birla Institute of Management Technology, 2018.
- Best Conference Paper Award for 'Promoting Development of Teamwork Skills through Self and Peer Evaluation in the Digital Age', at International Conference on Contemporary Issues in Business Innovation, Technology & Social Sciences, Gautam Buddha University, Greater Noida, 2017.
- Best Conference Paper Award for 'High performance work practices, organizational citizenship behavior and turnover intentions: The mediating role of psychological capital of an individual', 6th IIMA Doctoral Colloquium, Indian Institute of Management Ahmedabad, 2013.

RESEARCH PAPERS AND WORKING PAPERS

- Gupta, J., Mitra, B., & Garg, K. (2020). Technological Disruptions Reshaping Management Education: A Qualitative Study of Stakeholder Perspectives. *International Journal of Management in Education*.(In press)
- Gupta, J., & Mohan, D. (2019). Candidate experience in recruitment cycle facilitating employer brand: a case study of Idea Cellular Limited in the Delhi and NCR circle. *International Journal of Human Resources Development and Management*, 19(1), 37-46.
- Misra, P., & Gupta, J. (2017). Art of learning for knowledge sharing: a case study of Parisar Asha. *International Journal of Knowledge Management Studies*, 8(1-2), 166-176, <https://doi.org/10.1504/IJKMS.2017.084402>
- Misra, P., & Gupta, J. (2017). US-INR Exchange Rate Movements: An Empirical Analysis of Macroeconomic Determinants. *Amity Journal of Economics*, 23-34.
- Misra, P., & Gupta, J. High Performance Work Practices Facilitating Employee Engagement: A Study of PSUs in Delhi NCR. *NEPALESE JOURNAL OF MANAGEMENT SCIENCE & RESEARCH*.
- Sarikwal, L., & Gupta, J. (2013). The impact of high performance work practices and organisational citizenship behaviour on turnover intentions. *Journal of Strategic Human Resource Management*, 2(3), 11.

CASE REPOSITORY AND PUBLICATIONS

- Gupta, J. (2014).Developing Strategies for Winning Make Award in Knowledge Management for NTPC. The Case Centre. Case reference no 915-007-1 & teaching reference no. 915-007-8.
- Gupta, J. (2013). Role of High Performance Work Practices and Positive Psychological Capital on Turnover Intentions of IT Professionals. The Case Centre. Case reference no. 414-013-1 & teaching reference no. 414-013-8.

BOOKS, CHAPTERS AND TECHNICAL REPORTS

Book Chapter-

- Gupta, J. (2017) "Succession Planning: Preparing the Organization for a Leap", published in *Manthan: Art & Science of Developing Leaders*, Bloomsbury Publication.
 - ISBN: 978-93-86432-94-0

- Gupta, J. (2017) "Compensation: Impact of Rewards, Distributive and Procedural Justice on Employee Engagement and the Role of Job Satisfaction in Retail Store Operation: A Study of Delhi and NCR". published in Riding the New Tides Navigating the Future through Effective People Management, Emerald Publishing. ISBN No. 9781786354174
- Gupta, J. (2012) "Foreign Direct Investment in Uttar Pradesh" in "Dynamics of Underdevelopment of Uttar Pradesh" , ISBN 978-93-82563-32-7.

CONFERENCE, SEMINAR PAPER AND PRESENTATIONS

- Gupta, J. (2015). Factors influencing knowledge sharing intention of employees in a PSU: An in-depth study in a leading oil company, presented in Global Conference at MDI, Gurgaon, India
- Gupta, J. (2015). Work life balance and Job satisfaction: a study of faculty members in educational institutions, at Global Conference organized by MDI, Gurgaon India.
- Paper titled, "Positive Psychological Capital, Organizational Citizenship Behavior and Turnover Intentions amongst employees in the Information Technology Sector" for IBRC 2015 (International Business Research Conference), held on February 6 -7, 2015, on the Theme: Emerging Trends in Management, organized by IMI Bhubaneswar
- Gupta, J. (2012). High Performance Work Practices, Organizational Citizenship Behavior and Turnover Intentions: The Mediating Role of Psychological Capital of an individual, presented at the 6th IIM A Doctoral Colloquium, IIM Ahmedabad, Ahmedabad.
- Gupta, J. (2012). Talent Management Practices and its Effectiveness at Grasim Industries, presented at the ICMC 2012, BIMTECH, Greater Noida.
- Gupta, J. (2011), Organizational Culture : OCTAPACE profiling of BIMTECH, presented at 4th HR Conference (HRC 2011), Mahidol University, Bangkok

MDP SESSIONS, WORKSHOPS AND TECHNICAL LECTURES

- Conducted Management Development Programmes and training workshops in the area of Time Management, work life balance, conflict management, stress management, performance management, human resource management, team building and healthy mind and healthy body for leading organizations such as NTPC, IIFCO, Power Grid, ISB Goldman Sachs 10,000 Women Entrepreneur project etc.

DOCTORAL DISSERTATIONS AND AWARDS

- 2 doctoral candidates in progress at different stages

SOCIAL ENGAGEMENT

- Volunteer, Bihar School of Yoga,
- Volunteer, Parisar Asha, capacity building for teachers, 2019 onwards.